

AMPLIFYING DIVERSITY, EQUITY AND INCLUSION IN ALL WE DO

CDW takes a comprehensive approach to diversity, equity and inclusion (DEI). We are deliberate and focused on creating a culture where The CDW Way becomes a lived reality – where our dedication to our values of **trust**, **connection** and **commitment** are evident and where belonging is an everyday experience for all our coworkers, customers, business partners and communities. CDW is committed to embracing and fostering diverse thinking, inclusive behaviors and equal opportunity across our global operations.

- For our **coworkers**, we strive to attract diverse talent, create opportunities for advancement and professional growth, and provide a sense of inclusion and belonging where everyone can be their authentic self.
- In our **supply chain**, we are committed to maintaining an industry-leading business diversity program – our spend with small and diverse businesses totaled \$3.6 billion in 2022 and more than \$24 billion since the program's inception in 2007.
- In our **communities**, we have focused our Social Impact commitments around digital equity to help close the digital divide. Our Social Impact approach empowers coworkers, partners and stakeholders to create sustainable and equitable change in the world.

CDW'S DEI STRATEGIC FRAMEWORK

WHO WE ARE AND HOW WE WORK

Create an **Inclusive Culture** where all dimensions of difference are valued and represented, and all coworkers feel a sense of belonging that drives results

HOW WE GROW

Position CDW as the **Best Place for Talent** where there is equity in our processes for hiring, advancement, development and retention of **all** coworkers and leaders regardless of dimension of diversity

HOW WE DO BUSINESS

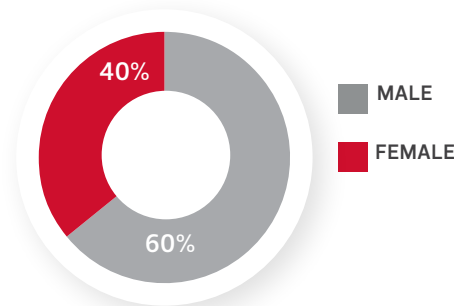
Embed our focus on diversity, equity and inclusion in our **business practices** with customers, partners and the communities we serve



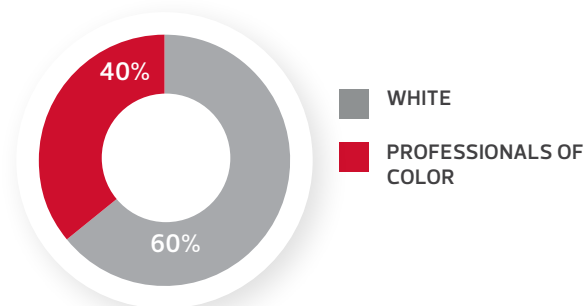
DIVERSITY, EQUITY AND INCLUSION (DEI) AT CDW AT A GLANCE

BOARD DIVERSITY

GENDER DIVERSITY
(OUT OF 10 DIRECTORS)

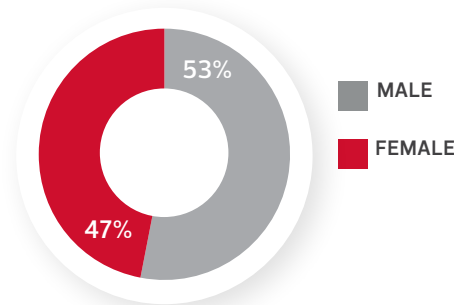


RACIAL DIVERSITY
(OUT OF 10 DIRECTORS)

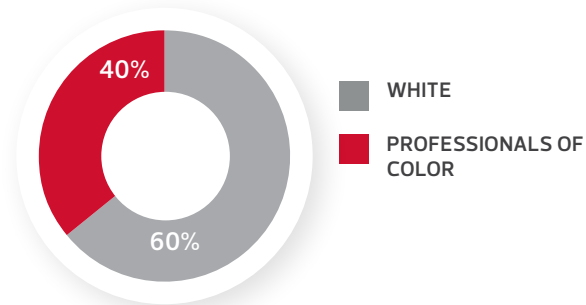


EXECUTIVE COMMITTEE DIVERSITY

GENDER DIVERSITY
(OUT OF TOP 15 LEADERS)

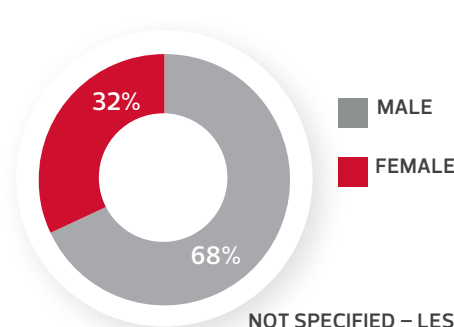


RACIAL DIVERSITY
(OUT OF TOP 15 LEADERS)



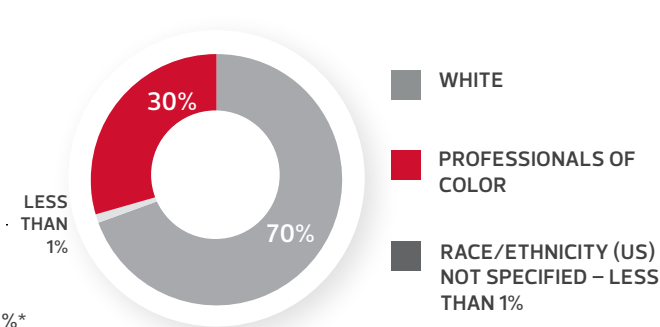
COWORKER DIVERSITY

GENDER DIVERSITY – GLOBAL



NOT SPECIFIED – LESS THAN 1%*
*“Gender not specified” option only applies to the US and Canada

RACIAL DIVERSITY – US*



*Figures may add up to more than 100% due to rounding

BUSINESS DIVERSITY

OUR DIVERSE SPENDING IN 2022

TOTAL SPEND

\$3.6 BILLION

Total CDW spend with small and diverse businesses in 2022

SUPPORTED A PROJECTED

\$100 MILLION

in wellbeing derived from access to in-home internet and computers

INCREASED DIVERSE SUPPLIER REVENUES SUPPORTED BY

\$830 MILLION

beyond what would otherwise be achieved

\$24 BILLION

Total spend with small and diverse businesses since the program's inception in 2007

SOCIAL IMPACT – EMPOWERING OUR COMMUNITIES TOGETHER

87 social impact partnerships with nonprofit organizations around the world focused on addressing digital equity

Over **\$2.8 million** was donated to nonprofit partners from the CDW Donor Advised Fund

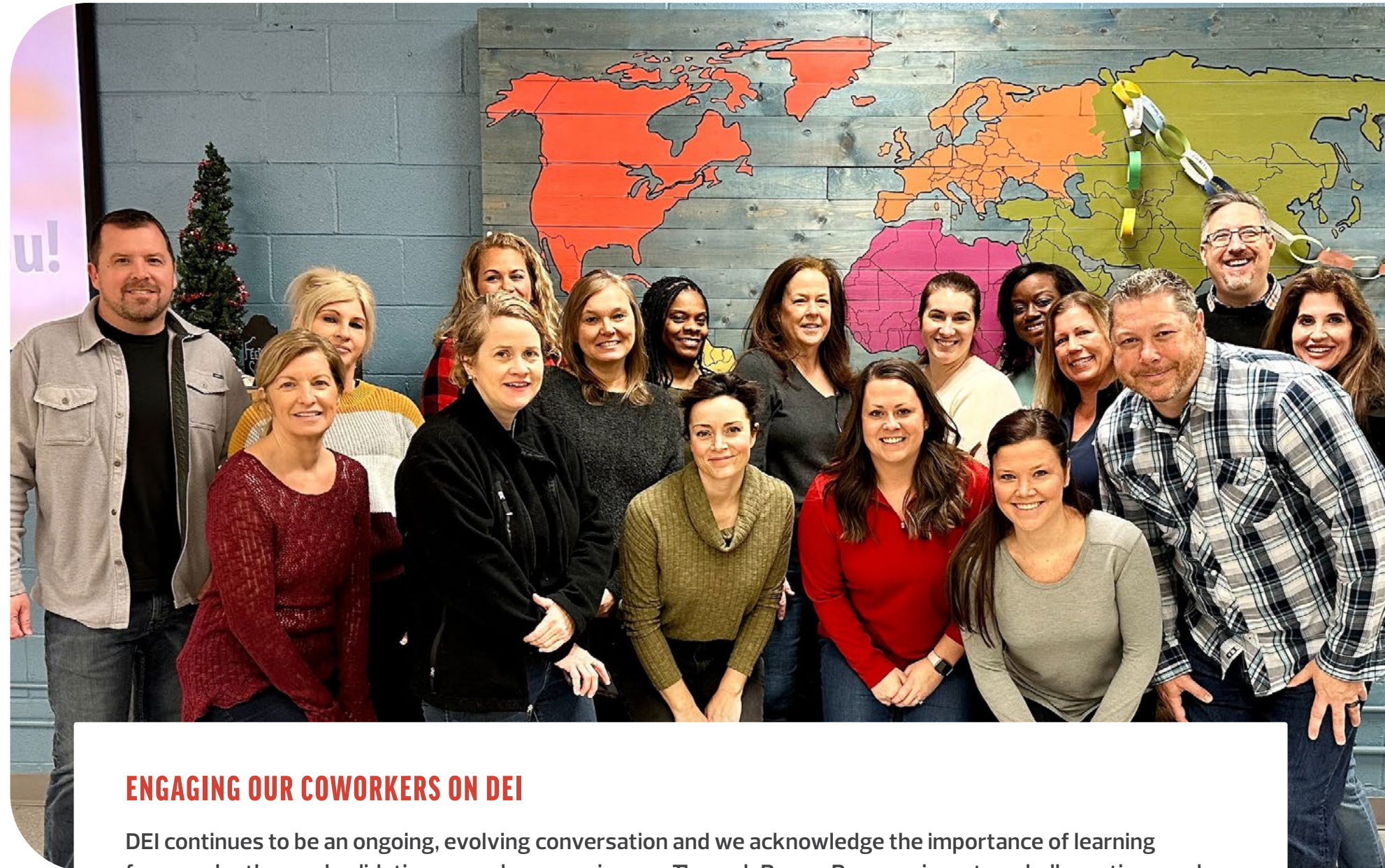
Board diversity data are based on the 10 Directors who are standing for re-election at our 5/18/23 annual meeting, Executive Committee Diversity is as of 4/7/2023 and Coworker Diversity is as of 12/31/2022.

UNITING OUR COWORKERS THROUGH DEI COMMITMENTS

CDW's commitment to DEI is a critical element in reinforcing a coworker-focused culture. We strive to create an environment of trust and connection that fosters a sense of inclusion, belonging and unity among all coworkers. We believe that when coworkers bring their authentic selves and unique perspectives to work, we collectively become better collaborators, bolder innovators and stronger drivers of business results.

We believe that cultivating a DEI mindset across our organization starts at the top and must be a way of life modeled by our leaders. In 2022, we focused our training sessions at the Vice President level, and built on our commitment to helping CDW leaders champion DEI and incorporate it into their daily responsibilities and interactions. Our deliberate and focused approach to training helps us ensure that our leaders are equipped to understand and implement DEI priorities and initiatives. Every CDW senior leader is required to create a DEI Action Plan for their specific function. This Action Plan is focused on three key areas – hiring, talent development and retention – and helps us advance our collective DEI efforts.

We continue to uphold several policies and procedures globally to ensure that we are embracing and fostering diverse thinking, inclusive behaviors and equal opportunities for all coworkers. In 2022, we introduced the option for coworkers to voluntarily provide – in a secure and confidential manner – their gender and sexual identity, as well as their military spouse or military caregiver status, in addition to disclosing other demographics. This identification option honors our commitment to creating a more inclusive CDW and encouraging every coworker to show up as their full, authentic self every day.



ENGAGING OUR COWORKERS ON DEI

DEI continues to be an ongoing, evolving conversation and we acknowledge the importance of learning from each other and validating coworker experiences. Through Brown Bag sessions, townhall meetings and DEI-focused newsletters, our coworkers connected regularly throughout the year to discuss and consider important DEI topics.

- The goals of our global quarterly townhalls are to increase awareness and engage coworkers in allyship.
- The quarterly DEI newsletter, Including YOU, provides thought leadership topics on all elements of DEI, but prioritizes the coworker voice and story. Coworkers in North America are invited to contribute to the newsletter, and we plan to expand readership and participation as part of our global strategy.
- In Canada, we started holding Talent Talks around DEI issues as a form of leadership development.
- In the UK, DEI-focused programs continue to promote a family ethos for all coworkers, ensuring that each member of our team has a voice and feeling of belonging.

COWORKER ADVISORY COUNCIL

The Coworker Advisory Council was launched in spring 2022. This diverse group has been convened by the DEI team to ensure that the coworker voice is reflected in inclusion efforts, programs and communication. The group meets every other month to provide insights on the coworker experience, contribute feedback on the DEI strategy and programming and share honest reflections on messaging, challenges to advancing DEI efforts and possible solutions.

LEGAL INCLUSION TEAM STRIVES TO SHAPE THE LEGAL PROFESSION

Comprised of Legal team members from the US, Canada and the UK, the Legal Inclusion Team (LIT) works beyond daily responsibilities to foster a highly diverse, equitable and inclusive environment where every legal professional, at CDW and in the broader professional community, can succeed and feel valued. LIT is strongly connected to the vision of CDW's Legal team, which is to deliver high-caliber legal and professional services in a work culture built on collaboration, customer focus, creativity and innovation.

LIT introduced The Legal Inclusion Team podcast in 2022. The podcast allows the team to connect with global listeners and engage in meaningful dialogue while elevating the CDW brand and establishing the organization as a thought leader on DEI. The podcast, which released eight episodes during the year, is publicly available on Spotify, Anchor and Apple.

The team's goals for 2023 include a continued focus on inclusivity in hiring processes and talent development, effective measurement of progress and translation of LIT activities into strategic and competitive advantages.



BUSINESS RESOURCE GROUPS ENCOURAGE SHARED LEARNING, DRIVE IMPACT

CDW's Business Resource Groups (BRGs) continue to play a vital role in the coworker experience by encouraging connection and serving as a forum for coworkers to make their voices heard, build awareness, celebrate their affinity area(s), serve their communities, bolster allyship, offer professional development opportunities and provide perspective on diversity and inclusion initiatives. Each BRG has two executive sponsors: a Vice President and a Senior Vice President or member of the Executive Committee. Coworkers are invited to join any BRG within their region, and we encourage cross-regional participation in events, like our International Women's Day event. Part of our 2023 strategy is to house all BRGs under one umbrella, which would enable coworkers to participate in any BRG, across all regions.

In North America, 3,700 coworkers participated in a BRG last year, a 14% increase over the previous year. In addition to our nine North American BRGs, coworkers in the US have also created several regional BRGs, including the Capital All Stars (Virginia), 1850 Rising (Arizona), and Cherry Hill and Eatontown (New Jersey).

In an effort to fight food insecurity, the UNITE BRG, in partnership with Canadian food banks, supported and facilitated multiple donation and volunteer events across Canada. This included individual donations, team events and on-site volunteering to sort donated items.

Participation in our six UK BRGs remained strong in 2022, with a collective focus on building allyship and family ethos. Events were designed to promote health and wellbeing through the sharing of experiences and resources for additional support.

BRGs IN ACTION

Alliance for Business Leading Equality (ABLE) created a powerful video for their premier event titled "A Day in the Life of an Individual with a Disability" that is now an onboarding component for new ABLE members. With 771 members, ABLE was also the fastest growing BRG in 2022.

Pan Asian Council (PAC) organized multiple events to commemorate Asian Pacific American Heritage Month in May. Their signature event, "The Opportunity of Change," featured a keynote address from bestselling author Karen Leong. PAC also posted quarterly profiles featuring BRG members.



Military & Allies Resource Council (MARC) developed a "Welcome Home Program" to organize and deliver care packages to CDW coworkers who are deployed, which has been very meaningful to package recipients.



Black Excellence Unlimited's (BeU) played a central role in the launch of the Legacy Excellence Program, a partnership with the Thurgood Marshall College Fund and four Historically Black Colleges and Universities (HBCUs). The BRG also organized and hosted a BeU Juneteenth virtual 5K race for equality, in addition to supporting the Big Shoulders Fund and Beyond Sports and hosting a BeU networking event that included packing meals for Rise Against Hunger. BeU is also particularly active in supporting and celebrating our coworkers at our two US distribution centers.

Business Resource Inclusion and Diversity Group for Everyone (BRIDGE) and **Hispanic Organization for Leadership & Achievement (¡HOLA!)** co-hosted an in-person event at our Western Distribution Center, where BRIDGE announced a new mission statement and board structure and ¡HOLA! led over 60 coworker career conversations.

Women's Opportunity Network (WON) developed a global event for International Women's Day that featured a discussion focused on motherhood, fertility, menopause and the juxtaposition of these experiences in the workplace to normalize the conversation and ensure that women feel supported and comfortable. The event featured CDW coworkers from the United States, Canada and United Kingdom.



#CDWSocial #CDWCommunity #BreakTheBias #IW2022
 International Women's Day | WOMEN'S International Network | CDW PEOPLE WHO GET IT

CDW'S BUSINESS RESOURCE GROUP ECOSYSTEM

NORTH AMERICA

(open to coworkers in the US and Canada)

In North America, over 3,700 coworkers participated in a BRG last year, a 14% increase over the previous year.



Alliance for Business Leading Equality (ABLE) advocates and educates for an accessible environment that facilitates self-advocacy, focusing on coworkers who are disabled and their allies, so they can achieve their full potential.



Black Excellence Unlimited (BeU) was founded on a mission to provide resources and development opportunities for CDW's black coworkers that enable them to achieve excellence and have a positive impact on our customers and community.



Business Resource Alliance Valuing Equality (BRAVE) Assembles the building blocks for LGBTQ+ inclusion within CDW through networking and outreach with LGBTQ+ coworkers globally, connecting with our BRGs on topics of intersectionality, and educating CDW on issues that impact the LGBTQ+ community.



Business Resource Inclusion and Diversity Group for Everyone (BRIDGE) cultivates connections across CDW to bridge the gaps in tenure, experience, function and generation to advance coworker and organizational success.



Hispanic Organization for Leadership & Achievement (HOLA) provides professional development and community involvement opportunities for all HOLA members and CDW coworkers at large in support of professional growth and the multiracial nature of Latin Americans.



Military & Allies Resource Council (MARC) recruits, develops and supports coworkers who have served our country both past and present, along with allies, to strengthen connections and partnerships with the greater community.



Pan Asian Council (PAC) builds a diverse community of coworkers that enables personal and professional development opportunities for Pan Asian coworkers.



Women's Opportunity Network (WON) promotes an environment where women succeed at all levels by providing resources, connections, and development opportunities while driving CDW's business objectives.

UNITE

In addition to being able to participate in the North America BRGs, coworkers in Canada formed **UNITE** in 2022 to promote engagement and celebrate all the diversity coworkers bring to CDW in Canada.

US coworkers also lead several regional BRGs.



Capital All Stars (VA)



Cherry Hill (NJ)



Eatontown (NJ)



1850 Rising (AZ)

UK

The UK BRGs promote a culture of inclusion and belonging by providing professional development, informal mentoring and networking opportunities to their members. BRGs also provide a forum for coworkers to build awareness, celebrate their affinity area and collaborate with other BRGs.



Armed Forces Network – AFN

AFN promotes and recognises the unique experiences and transferable skills that veterans bring into CDW. Our mission is to build a network that supports the ongoing transition needs from Armed Forces and wider community into corporate roles.

AFN is a group for all coworkers, with an aim to educate and raise awareness of the differing experiences our veterans have lived and ensure that opportunities are visible for all new and current veterans within CDW.



Black Coworker Network – BCN

BCN aims to help coworkers to recognise and challenge conscious and unconscious bias for all coworkers, by creating an espoused culture of diversity, inclusivity and equality; actively having an awareness of how to enrich and promote race equality and diversity in our community. We want to give ethnic minorities a voice that can be heard, will be listened to and also acted on.



Disability Support Network – DSN

DSN strive to show diversity within disability, accepting all and acknowledging that not one person will be the same. Providing space to support individuals and the wider community of those who directly or indirectly experience disabilities in their everyday life and establish a trust between one another through collective resilience and strength.

The mission of DSN is to inspire and encourage coworkers to come forward and celebrate our differences. Through compassion and empathy, we make a difference.



PRIDE+

Our mission is to be diverse, inclusive, accepting and welcoming in our PRIDE+ group, whilst providing a safe space for all coworkers in our community. We strive to support and educate coworkers on the challenges faced in the LGBTQ+ community and ensure people feel safe and proud to work for a diverse organisation such as CDW. Overall Love and Equality Wins!



United Support Network – USN

USN unites people, building strength in our communities and ensuring for a space where our EU National coworkers are supported within the UK. We focus on all aspects of life and drive to ensure the one CDW community ethos.

EU National coworkers, along with USN allies, are committed to a positive experience and community-focused environment following the removal of UK from the EU.



Women's International Network – WIN

WIN is an evolving and inclusive platform for ALL coworkers. We are committed to building a community which promotes equality, agility and personal development. Our vision is to establish a community and culture that promotes equality and supports women in their progression both personally and professionally.

COMMITTING TO DIVERSE TALENT

CDW aspires to be the best place for diverse talent by promoting equity in our processes for hiring, advancing, developing and retaining our coworkers and leaders. We strive to attract a diverse talent pool so we can increase diversity representation in all forms within CDW. We believe diverse perspectives yield better problem-solving and better solutions for our customers in the rapidly evolving technology landscape.

To put our commitments into action, we have adopted a strategic, integrated approach to continuously address the representation of both professionals of color and women at all levels of our organization – from hire to retire. In addition to our focus on enhancing the diversity of our candidate pool and new coworker population, we also aim to expand diversity at the manager and director levels, which creates upward mobility toward vice president and executive leadership positions.

Once they join CDW, our coworkers are empowered to reach their highest potential, and we are focused on providing them with a wide variety of tools and development opportunities to help them achieve their career aspirations. Within our learning culture, coworkers are surrounded by comprehensive resources and support, ongoing education and skills training and advancement opportunities. We offer a variety of programs to help current and future leaders build diverse teams and to help diverse coworkers develop their leadership skills so they can continue to advance in the organization.



CURRENT AND FUTURE DIVERSE LEADERS AT CDW BENEFIT FROM PARTICIPATION IN PROGRAMS SUCH AS:

- **McKinsey Black Leadership Academy**, which helps organizations like CDW improve their talent pipeline and equip Black leaders with expanding networks of peers, core leadership and management capabilities, which enhances leadership mindsets and behaviors.
- **McKinsey Black Executive Leadership** program, which focuses on building leadership capabilities that distinguish successful executives, deepens sponsorship relationships with C-suite executives and addresses specific challenges of Black executives.
- **Leading Women Executives (LWE)** program, which augments leadership skills of high-potential women, and partners with sponsor companies such as CDW to enhance talent, fortify succession plans and increase advancement of women in organizations.
- **Chicago Urban League's IMPACT Leadership Development** program, which helps to create a pipeline of informed, motivated, perceptive, authentic, connected talent who will form the next generation of Chicago leaders.

LEGACY EXCELLENCE PROGRAM ADVANCES DEI AND DIGITAL EQUITY

CDW aims to build a diverse talent pipeline where students can envision, build and grow their careers with the potential to become the next generation of CDW leaders. In February 2022, we launched the CDW Legacy Excellence Program™ (LEP), a partnership with the Thurgood Marshall College Fund and four Historically Black Colleges and Universities (HBCUs). This program allows us to act on our commitments to DEI and digital equity by investing in technology, supporting student education and building a diverse and equitable workforce within the technology industry. Our partners in this program are Lenovo, Intel and Adobe.

LEGACY EXCELLENCE PROGRAM COMPONENTS

- Leadership Fellowship
- 16 Fellows total – 4 fellows per CDW selected Premier Partner HBCUs
- “FULL Cost of Attendance” scholarship up to \$25,000 per academic year (2-year program)
- \$5,000 Annual Fellowship stipend
- Participation in (2) 10-week paid CDW LEP summer internship programs (summer 2022 & 2023), includes housing and transportation to/from Chicago
- Leadership/workforce enablement
- Executive mentorship
- Upon graduation, Fellows will be considered for full-time employment at CDW
- Student devices

SCHOLARSHIP INVESTMENT

- 20+ Scholars – Selected from ANY publicly funded HBCU
- \$5,000 tuition scholarship per academic year (up to 2 years)
- Leadership/workforce enablement
- Student devices



“Prior to my coming to work for CDW, I didn’t have a lot of skills to be successful within my department, which is project management, and still having those tangible skills that can be used in multiple roles has been really helpful. I feel like as a whole, the program really boosts my confidence. It was my first time working for a *Fortune* 500 company, so knowing that I have that experience now makes me feel even more confident.”

– Jalexis Edwards, LEP Fellow

Role Title: Services Project Management
Function: Integrated Technology Solutions (ITS)
University: Southern A&M



“A couple of ways I would describe my experience would be inviting, educational and interactive. I had a lot of opportunities to meet new people and expand my network, meet classmates and peers that I had not previously known and get to test these skills that I learned at school in a practical work environment.”

– Frankie Dorsey, LEP Fellow

Role Title: DevOps Associate Application Developer
Function: Technology
University: Southern A&M



- ▶ Additional Resources Related to This Section:
 - [Diversity, Equity and Inclusion on our website](#)
 - [BRG page on our website](#)
 - [Careers section on our website](#)
 - [Careers blog on our website](#)
 - [Legacy Excellence Program page on our website](#)